



**Lieutenant Colonel James E. Hayes**  
**Commander, 3<sup>rd</sup> Squadron, 16<sup>th</sup> Cavalry**

LTC Hayes began his military career in 1990, enlisting into the Army as a Combat Engineer and attending basic training and AIT at Fort Leonard Wood, Missouri. He Joined ROTC at the University of North Dakota and was commissioned as an Armor Officer in 1995. Following graduation from the Armor Officer Basic Course, he was assigned to 2<sup>nd</sup> Battalion, 68<sup>th</sup> Armor Regiment, later reflagged to 1<sup>st</sup> Battalion, 35<sup>th</sup> Armored Regiment, 1<sup>st</sup> Armored Division in Baumholder Germany. There he served as a tank platoon leader, mortar platoon leader, and deployed to Bosnia as part of Operation Joint Endeavor as the HHC Executive Officer.

Following attendance at the Armor Officer Advance Course at Fort Knox, Kentucky and CAS3 at Fort Leavenworth, Kansas in 1999, he was assigned to G3 8th United States Army in Yongsan Korea. In 2001 he was assigned to 3rd Armored Cavalry Regiment at Fort Carson, Colorado. LTC Hayes served as the 2nd Squadron S3 Air before assuming command of Heavy Tank Company, 3rd Armored Cavalry Regiment in 2002. In 2003, he took command of HHT, 2nd Squadron and deployed as part of the 3rd Armored Cavalry Regiment to OIF I, serving in Al-Anbar, Iraq. In 2004 he transitioned to Hohenfels, Germany where he served three years at the Joint Multinational Training Center as a Scout, Company/Team, and Task Force Operations Officer Observer Controller.

Following attendance at the Command and General Staff College in 2007-2008, LTC Hayes was assigned to the 25<sup>th</sup> Infantry Division where he served as the Operations officer for a Military Transition Team (MiTT) tasked to mentor the 4<sup>th</sup> Iraqi Army Division in Salah ad-Din province, Iraq. Upon redeployment to Hawaii in 2009, he became the G3 Training Officer for the 25<sup>th</sup> ID. In 2010, he became the Executive Officer for 3<sup>rd</sup> Squadron, 4<sup>th</sup> Cavalry Regiment, assigned to 3<sup>rd</sup> Brigade, 25<sup>th</sup> ID and deployed to N2KL in Eastern Afghanistan. While deployed, LTC Hayes became the 3<sup>rd</sup> Brigade Executive Officer, and upon redeployment in the summer of 2012, he

became the 3<sup>rd</sup> Brigade Deputy Commander. In 2013 LTC Hayes moved to 316 CAV Brigade at Fort Benning, Georgia and assumed duties as the Brigade Deputy Commander.

LTC Hayes earned his Bachelor of Science Degree in Aeronautical Studies from the University of North Dakota. His awards and decorations include the Bronze Star Medal with 2 oak leaf clusters, the Meritorious Service Medal with 3 oak leaf clusters, the Army Commendation Medal with 3 oak leaf clusters, the Army Achievement Medal with 5 oak leaf clusters, the Combat Action Badge, and Parachutist Badge.